

The background of the cover is a photograph of a large, circular opening in a white wall, looking out onto a clear blue sky. Two tree branches with green leaves are visible, one on the left and one on the right, framing the circular opening. The overall tone is bright and optimistic.

Nice

SUSTAINABILITY REPORT 2025
Highlights Edition

Welcome to the Nice future

Letter to our stakeholders

“Dear Stakeholders,

It is with great pride that I present the **2025 edition of Welcome to the Nice Future**, our annual Sustainability Report.

Over the past year, we have continued to evolve in a context marked by rapid technological changes, increasing environmental responsibility and ongoing supply chain volatility. In this landscape, one principle has remained constant: **our values do not change**. They guide our decisions, shape our vision, and define who we are as a company.

2025 has been a year of remarkable progress, particularly in innovation. We have launched more products than ever before, accelerating our ability to bring advanced, reliable, and design-driven solutions to market. This momentum reflects a clear strategic direction: to strengthen our role as a global player in Smart Living, while continuing to push the boundaries of what automation can achieve.

At Nice, innovation is not only about performance, it is also about perspective. **While others may see automation as a means of control or closure, we see it as a tool for openness: enabling freedom, connection, and accessibility.**

We do not simply create products. **We design living experiences.**

This is the paradigm that defines our vision and that continues to guide us forward. Our stakeholders can rely on us to stay true to our original promise and to consistently deliver on it. Our commitment to sustainability remains equally strong. Even in an uncertain economic environment, we have continued to invest in responsible innovation, fully aware that **long-term value creation cannot be separated from environmental stewardship**.

In 2025, we achieved important results, particularly in addressing the impact of our products. As a company whose footprint is largely

linked to Scope 3 emissions, we recognize that the energy consumption of our solutions plays a critical role. For this reason, we have made significant progress in reducing standby consumption across our portfolio: an achievement that reflects both technological advancement and a concrete commitment to reducing our environmental impact.

This approach is rooted in a broader belief: our solutions must be more than what they do. They must **generate a positive effect**. They must improve people’s quality of life through technology, while also contributing to the protection of the environment we all share.

We continue to design systems that combine innovation, energy efficiency, comfort, security, and distinctive design, because we believe that sustainability, performance, and aesthetics are not separate dimensions, but part of the same vision of better living.

As we look ahead, we remain committed to contributing to the objectives of the European 2030 agenda, aligning our efforts with the transition toward a more sustainable, energy-efficient, and responsible economy. We will continue to create value for our customers, partners, and communities, with the awareness that innovation and responsibility must always go hand in hand.

Thank you for your continued trust and support. Together, we will keep building a future that is more open, more sustainable, and more human”.

Lauro Buoro
Chairman and Founder
Nice S.p.A.



Contents

2

Letter to Our Stakeholders

Nice Living Experiences

4

- 5
- About us
- 6
- Company Structure
- 7
- Our History
- 8
- Mission and Core Values
- 9
- Our Solutions

The Nice Journey to Sustainability

10

- 11
- Nice Roadmap in Sustainability
- 12
- Nice Double Materiality Assessment
- 15
- Sustainability Goals and Milestones

The Nice Governance, Strong Company

16

- 17
- Governance Structure: Upholding Integrity

The Nice Environment, Gentle Footprint

19

- 20
- Our Commitment to the Planet
- 23
- Emissions Reduction Plan

The Nice People, Perfect Balance

25

- 26
- Our People by Numbers
- 28
- Our spaces
- 29
- The Daily Wonder
- 30
- Initiatives and Campaigns

The Nice Products, Green Design

32

- 33
- Overview of our Sustainability Products

36

Closing Remarks by the CEO



Nice Living Experiences

“Improving quality of life.
Promoting a Nicer world.”



~2,000
NICE
PEOPLE

+100
COUNTRIES
SERVED

14
MANUFACTURING
PLANTS

13
R&D
CENTRES

About us

Our locations worldwide

Nice is a global company operating in the Smart Living sector, delivering integrated solutions that enhance the way people live, work, and interact with their environments.

Founded in 1993 in the gate and garage door automation market, the Group has evolved into a comprehensive industrial and technological platform serving residential, commercial, and industrial applications. This evolution reflects a clear ambition: to develop solutions where innovation goes beyond functionality, enhancing quality of life, simplifying everyday experiences, and contributing to more comfortable and sustainable spaces.

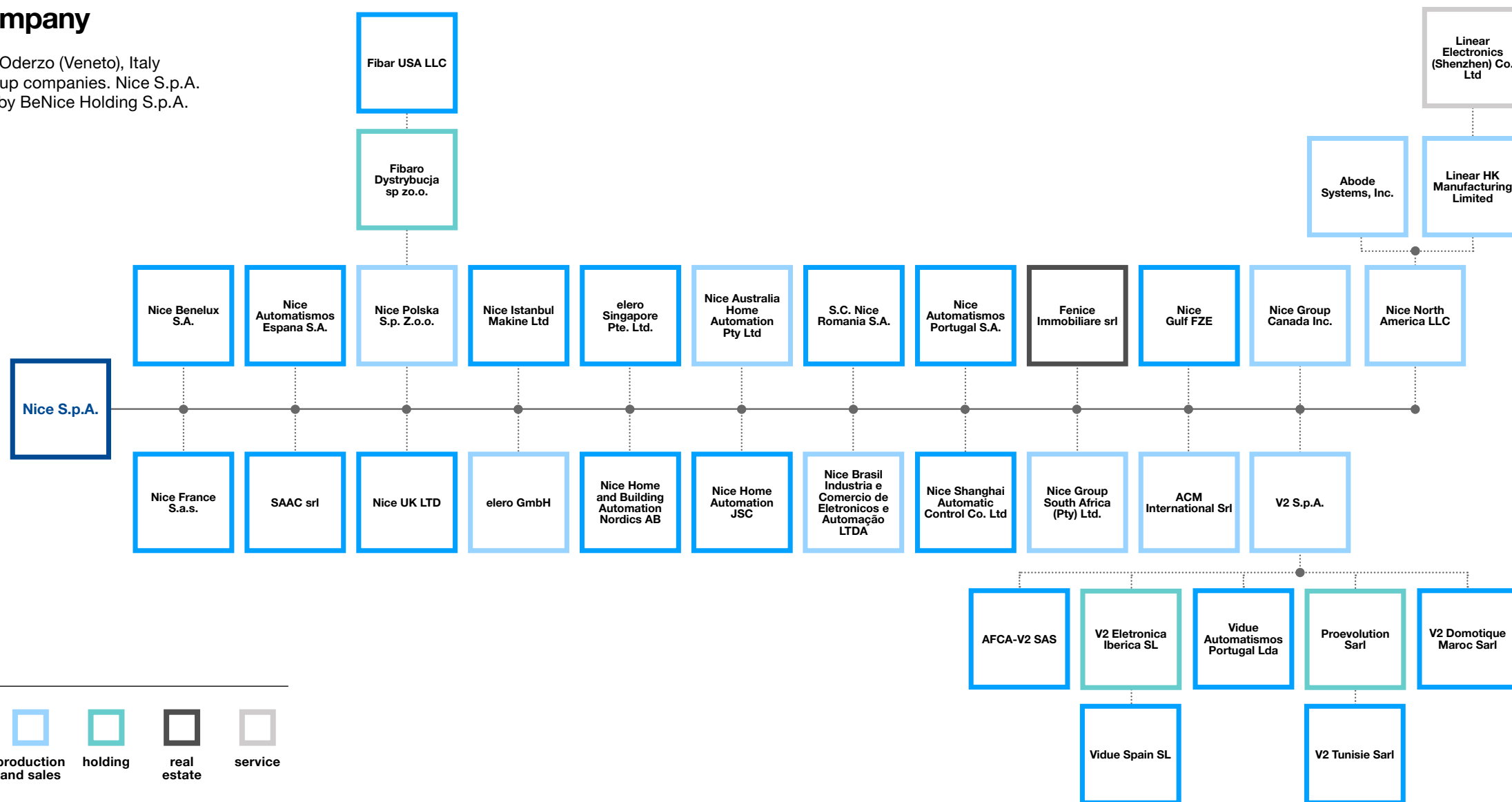


AUSTRALIA / BELGIUM / BRAZIL / CANADA
/ CHINA / FRANCE / GERMANY / INDIA /
ITALY / MOROCCO / POLAND / PORTUGAL /
ROMANIA / RUSSIA / SINGAPORE / SOUTH
AFRICA / SPAIN / SWEDEN / TUNISIA /
TURKEY / UAE / UK /

Company structure

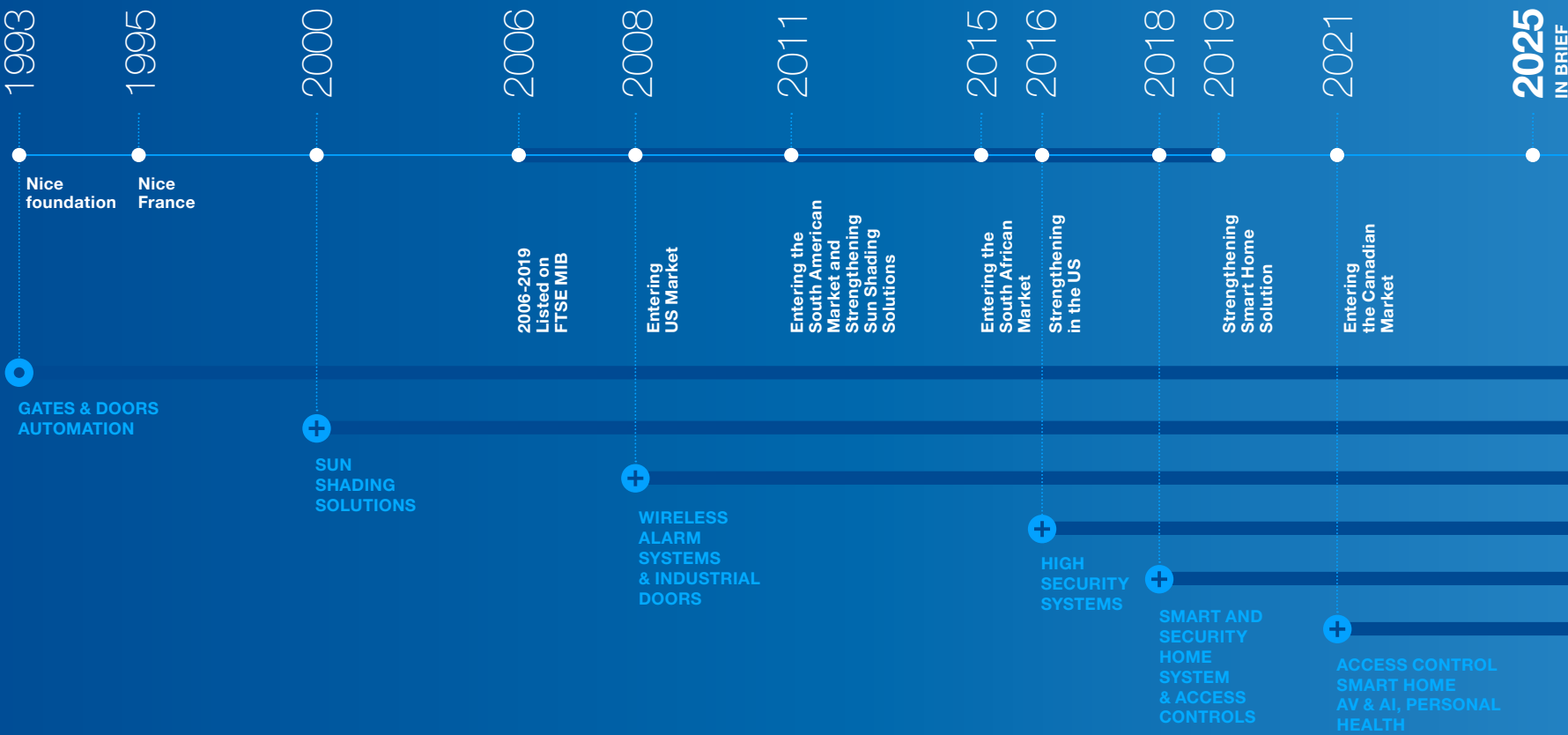
Our One Company

Nice S.p.A, based in Oderzo (Veneto), Italy controls all other Group companies. Nice S.p.A. is directly controlled by BeNice Holding S.p.A.



Our history

In the 90s, Nice was founded with a vision for innovative design. Today, we offer a broad and integrated portfolio including gates and barriers, doors and industrial doors, sun shading systems, smart security, smart home applications, and audio, video, and power management. Rather than offering standalone products, we design connected ecosystems, combining technology, aesthetics, and ease of use to create seamless and intuitive living experiences.



- Nice earned 10 industry awards, recognising our commitment to performance, design, and forward-thinking technology.
- Nice is now registered in the Italian Register of Industrial Property Consultants – patent filings are fully in-house.
- Innovation at full speed: 100+ new products launched, full product/app/cloud alignment with the EU Data Act, and a new simplified chip strategy.
- Nice launched a major Standby Compliance Programme, developing new low-energy solutions to meet evolving EU energy regulations – a key lever in our Scope 3 emissions reduction strategy.
- Nice completed the update of the Product Category Rules (PCR) for gear motors, reinforcing our role as the global benchmark for Environmental Product Declarations in the sector – a standard we set in 2019.
- New Sustainable Procurement Policy launched across all Nice branches, introducing a structured ESG-based supplier evaluation framework.
- Nice confirmed among the Top 500 and Top 1000 companies in North-East Italy.
- Strengthened governance with an updated organisational structure and reinforced ESG leadership.

Mission and values

OUR MISSION

Designing a Nice world

Our mission is to improve people's quality of life by simplifying the everyday, while making experiences enjoyable and places more sustainable.

OUR VISION

True freedom is an open world

Freedom to move, to choose, to experience the world without limits and with fewer worries.

OUR VALUES

Nice

Nice

Our mindset is innovative, agile, humble, curious.
Just be Nice!

Inclusive

Our environment is diverse, equal, empowering.
Our perspectives remain open and receptive.

Collaborative

Our environment is based on trust, teamwork, integrity and transparent communication.

Environmentally conscious

We strive to give more than we take.
Our logo is blue but our heart is green.

Our solutions

Nice goes beyond developing products. We design integrated solutions and living experiences that combine automation, energy efficiency, comfort, security, and design. Sustainability, quality, and innovation are not separate dimensions, but part of a single, coherent approach to creating better living environments that simplify life and elevate every space.



Smart Living Solutions

An integrated ecosystem that makes automations talk to each other: simple, efficient, connected.

**SMART DEVICES / GATEWAYS /
OPERATING SYSTEMS**



Sun Shading Solutions

Automation systems for awnings, sunshades, rolling shutters, and more.

**TUBULAR MOTORS / LINEAR
MOTORS / CLIMATE SENSORS /
TRANSMITTERS**



Gates & Barriers Solutions

Automation systems with the finest design for any kind of gate and barrier installation.

**SLIDING GATES / SWING GATES /
BARRIERS / TRANSMITTERS**



Doors & Industrial Solutions

Automation systems for garage doors and industrial access, built for performance and reliability.

**GARAGE DOORS / INDUSTRIAL
DOORS / ROLLING DOORS /
OPERATORS / TRANSMITTERS**



Access Control Solutions

Smart access management for residential and commercial environments, from simple keypads to advanced systems.

**KEYPADS / INTERCOMS / VIDEO
MONITORING / BIOMETRIC
ACCESS / TURNSTILES**



Security Solutions

Integrated security systems to protect homes, businesses, and people — reliable, discreet, and easy to manage.

**ALARM SYSTEMS / SMART
SENSORS / HOSTILE VEHICLE
MITIGATION**



Audio/Video and Power Management Solutions

Complete solutions for audio, video distribution, and intelligent energy management — from homes to stadiums and large commercial environments.

**SPEAKERS / AMPLIFIERS /
DISTRIBUTION SYSTEMS / SMART
SWITCHES / ENERGY MONITORS /
POWER MANAGEMENT**



The Nice Journey to Sustainability

“Our business grows. So does our responsibility towards future generations.”



8
SDGs TO WHICH
WE CONTRIBUTE

2
IMPACT MATERIALITY
AND 1 FINANCIAL
MATERIALITY SURVEYS
CONDUCTED

7
TOPICS IDENTIFIED
OVER DOUBLE
MATERIALITY
THRESHOLD

39
IMPACTS, RISKS
AND OPPORTUNITIES
DISCLOSED

13
SUSTAINABILITY
GOALS

Nice Roadmap in Sustainability

Our Approach to Sustainability

Since 2015, sustainable development has been at the heart of Nice's strategy with one clear goal: generating a positive impact on the environment, people, and communities. Guided by the conviction that long-term value creation must balance economic, environmental, and social dimensions, we have steadily built a structured sustainability governance system and worked closely with our stakeholders to define priorities and respond to global challenges.

We align our efforts with the UN Sustainable Development Goals and strive to be fully transparent in how we share the value we create. At Nice, "True freedom is an open world". That belief extends to sustainability. We seek to create open, inclusive, and safe environments that foster well-being, innovation, and a better quality of life, while caring for the planet.

In 2025, we strengthened the foundations of our sustainability journey. We reinforced our Sustainability Team, completed a Double Materiality Assessment, and established a new Carbon Footprint Baseline alongside a renewed Decarbonization Strategy, giving us a clearer, more honest picture of where we stand and where we are headed.

On the community and nature side, a voluntary non-profit association, Bioforest, joined the Nice holding, opening a new chapter in our relationship with the social fabric around us. And through our partnership with Bioforest, we aim to take concrete steps for biodiversity, supporting reforestation and ecosystem restoration projects that reflect our genuine commitment to the natural world.



Double Materiality Assessment: understanding what matters most to our business and stakeholders

We identified our material sustainability topics through a Double Materiality Assessment (DMA) that combines two complementary lenses: impact materiality — how our business affects people and the environment — and financial materiality — how sustainability issues can influence our financial performance, resilience, and long-term competitiveness.

For us, this is a decisive step. It transforms sustainability from a general commitment into a structured method for setting priorities, one that is fully aligned with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Building the Foundation: From Context to Long List

The assessment began with a broad review of potentially material topics, built on three pillars: sector benchmarking drawing on international references such as the MSCI ESG Ratings and the SASB Materiality Map; analysis of competitor and regulatory trends; and our internal business context, including existing sustainability commitments, previous materiality assessments, and risk management frameworks. This initial phase enabled us to define a long list of topics relevant to our upstream activities, own operations, and downstream impacts.

Two Tracks, One Picture

The assessment was then organized into two parallel tracks. The first addressed impact materiality, examining the scale, scope, irremediability, and likelihood of actual or potential impacts across our value chain. The second addressed financial materiality, focusing on the magnitude and likelihood of sustainability-related risks and opportunities, including potential effects on revenues, costs, assets, access to capital, and business continuity. Risks were also integrated into a broader risk matrix evaluating severity and probability, strengthening the connection between sustainability reporting and risk management.

Listening to Our Stakeholders

Stakeholder engagement was central to the process. For impact materiality, we involved both internal and external stakeholders: members of the Executive Committee and senior management completed in-depth surveys, while suppliers, customers, and financial institutions were engaged through more accessible questionnaires designed to capture their perceptions and expectations regarding our environmental and social footprint. For financial materiality, we focused on the Executive Committee and senior management, given their capacity to assess strategic and financial exposure. This differentiated approach was a deliberate choice and it allowed us to maximize the relevance and quality of the insights collected.

Setting the Threshold

To prioritize topics, we adopted a threshold of 2.5 on a 1-to-5 scale for both dimensions: a deliberately conservative benchmark that reflects our commitment to inclusivity and responsibility in ESG management. Topics scoring at or above this level in either dimension were classified as material. Where only one dimension surpassed the threshold, we conducted additional internal evaluations to determine whether emerging risks, stakeholder relevance, or future exposure warranted inclusion.

The results were synthesized into a Double Materiality Matrix, which visually maps each topic across both dimensions, giving us, and our stakeholders, a clear and honest picture of where our most significant responsibilities and opportunities lie.

The Results: Our Material Topics

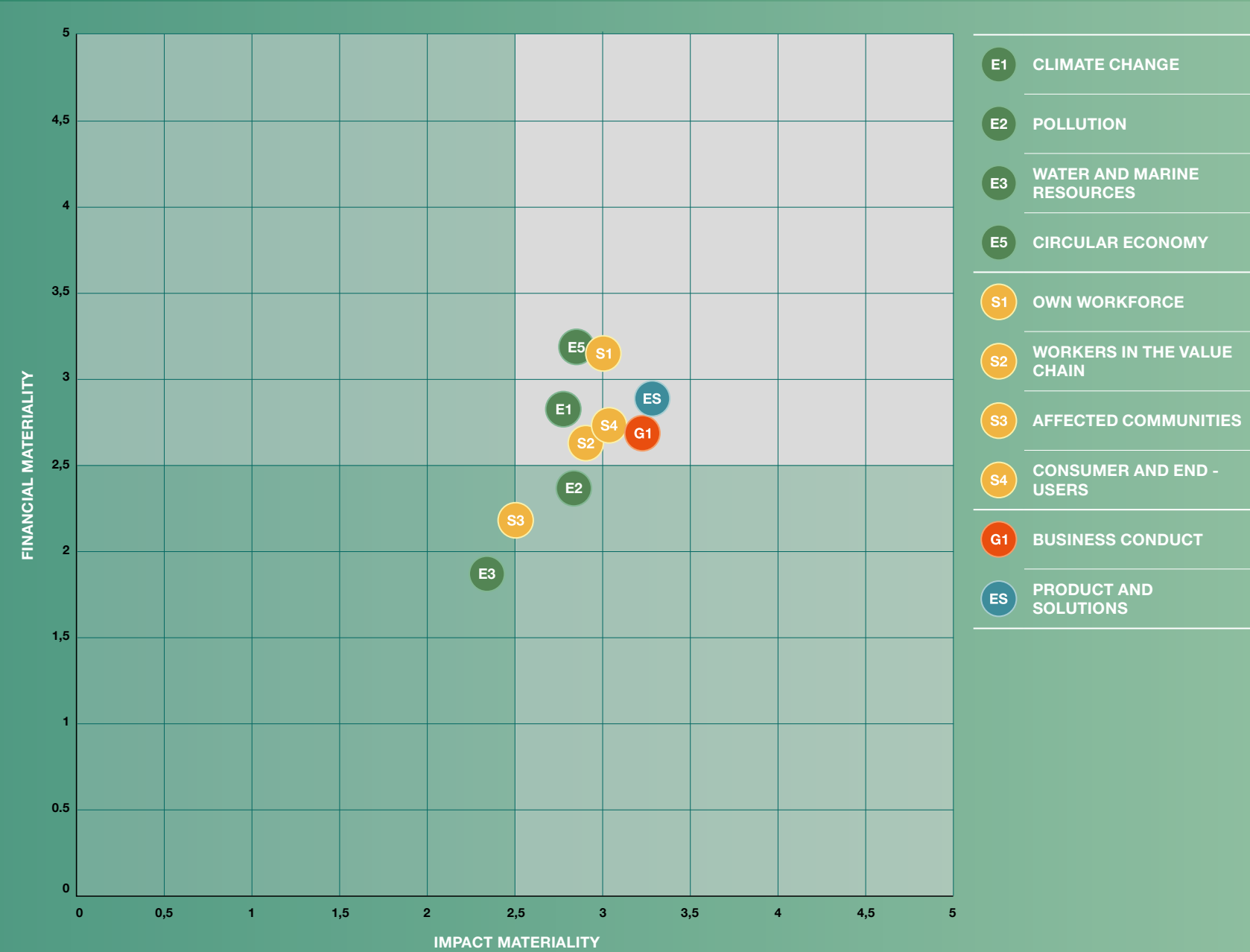
The Double Materiality Matrix confirmed nine topics as relevant to Nice's sustainability strategy, spanning environmental, social, and governance dimensions.

Among environmental topics, **Climate Change (E1)** and **Circular Economy (E5)** emerged as material from both perspectives, reflecting their centrality to our long-term value creation strategy. **Pollution (E2)** scored above the threshold on impact materiality, while Water and **Marine Resources (E3)**, though monitored, did not reach the threshold in either dimension, reflecting risk exposure.

On the social side, **Own Workforce (S1)** and **Workers in the Value Chain (S2)** confirmed their importance across both dimensions. **Consumer and End-Users (S4)** and **Products and Solutions (ES)** scored particularly high on impact materiality, underscoring the direct responsibility we carry towards the people who use our products every day. **Affected Communities (S3)** scored above the threshold on impact, reflecting our awareness of the role Nice plays in the territories where we operate.

From a governance perspective, **Business Conduct (G1)** ranked among the highest-scoring topics overall, reinforcing its centrality to our risk management and long-term competitiveness.

These results are not a destination; they are a starting point. They guide our reporting, shape our priorities, and inform the actions we describe throughout this report.



DMA Topic	IRO type	Upstream	Own Operations	Downstream	Time Horizon	
E1 - Climate Change	⚠	Disruption of Nice's operations and supply chain due to extreme meteorological events				✔ POSITIVE IMPACT ✗ NEGATIVE IMPACT ⚠ RISK 😊 OPPORTUNITY
	⚠	Reliance on fossil fuels or brown energy sources in operations and the supply chain				
	⚠	Falling behind market trends due to shifting client preferences towards environmentally sustainable products				
	😊	Enhancing its environmentally friendly product portfolio				
	✗	Emissions from product use and disposal contribute to climate change				
E2 - Pollution	✗	Hazardous waste and substances may harm ecosystems and health				
E5 - Circular Economy	⚠	Volatile prices and limited availability of critical raw materials				
	⚠	Product Obsolescence due to rapid technological advancement				
	⚠	Introduction of legally binding Extended Producer Responsibility Schemes				
	😊	Enhancing durability and reliability of its products				
	✔	Circular design and recycling help reduce waste and pressure on resources				
S1 - Own Workforce	⚠	Non-compliance with labor regulations				
	⚠	Inadequate focus on employee well-being and safety				
	😊	Enforcing practices and initiatives on employee engagement and areer development				
	✔	Supporting well-being, inclusion, and employee development				
S2 - Workers in the Value Chain	⚠	Suppliers/Partners that violate fair labor practices				
	⚠	Non-compliance with labor regulations in the value chain				
	😊	Enforcing fair labor practices in the value chain				
	✔	Nice promoting fair labor and ethical supplier practices				
S3 - Affected Communities	⚠	Disruption due to public protests and advocacy campaigns				
	⚠	Loss of consumer trust due to failure to meet sustainability commitments or product safety standards				
	😊	Improving corporate reputation and stakeholder trust due to enhanced community engagement practices				
	✔	Engaging communities to build trust and social cohesion				
S4 - Consumers & End-Users	⚠	Inadequate data protection measures leading to poor consumer data protection				
	⚠	Eroding consumer trust due to misleading or incomplete product information				
	😊	Improving consumer trust and brand loyalty as a result of efficient recall and safety alert processes				
	✔	Ensuring safety, usability, and data protection for users				
G1- Business Conduct	⚠	Unethical practices leading to corruption and bribery				
	⚠	Violation of anti-corruption laws leading to penalties and operational restrictions				
	😊	Building stakeholder trust due to strengthened governance and accountability mechanism				
	😊	Supporting supply chain stability and as a result of responsible supply chain management activities				
	✔	Maintaining ethical governance and transparent operations				
ES- Products and Solutions	⚠	High carbon footprints in manufacturing leading to regulatory penalties and market rejection				
	⚠	IP infringements resulting in legal disputes and loss of competitive edge				
	😊	Enhancing competitiveness and regulatory compliance as a result of reduced carbon footprints				
	😊	Public subsidies reducing costs and speed up sustainable innovation				
	😊	Creating new revenue streams and driving economic growth through IP licencing agreements				
	😊	Effective IP management driving innovation and improving economic and market performance				
	✔	Developing eco-efficient solutions to reduce negative impact				

Sustainability Goals and Milestones

We set clear goals, we measure our progress, and we share it openly.

		MATERIALS TOPIC	2025 PERFORMANCE	GOALS	TIMEFRAME
GOVERNANCE	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	BUSINESS CONDUCT	▬ stable	Vendor rating: integration of the social and environmental responsibility evaluation section	2027
		POLLUTION	▬ stable	ISO 14001 certification in all manufacturing plants	2030
ENVIRONMENT	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	CLIMATE CHANGE	▬ stable	Gradual achievement of energy auto-sufficiency or 100% energy supply from certified renewable sources	2030
			▲ increase	Reduction vs 2024 in absolute scope 1, 2 and 3 CO ₂ eq. emissions	2030
			▬ stable	Maintaining the percentage of recovered waste close to 99% by reducing the overall amount of recyclable waste	Ongoing
		CIRCULAR ECONOMY	▲ increase	Extensive use of recycled plastic	2030
			▬ stable	Adoption of biobased materials, in selected projects	2030
			▲ increase	100% low environmental impact packaging (recycled paper and cardboard, zero plastic, digital instruction)	2030
SOCIAL	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 10 REDUCED INEQUALITIES	AFFECTED COMMUNITIES	▼ decrease	Investment of a portion of the economic value generated in projects for the community	Ongoing
		OWN WORKFORCE	▼ decrease	Zero injuries, for all manufacturing plants	2030
			▼ decrease	Increase the presence of women at least by 30% in leadership positions and reduce the gender paygap	2030
		CONSUMER AND END USERS	▲ increase	Reduce energy consumption during the product stand-by and use phases, to be applied to the new and existing products	2030
PRODUCT	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	PRODUCT AND SOLUTIONS	▲ increase	EPD certification of all new product lines (accordingly to market relevance)	2030



The Nice Governance, Strong Company

“Economic sustainability means creating value for all our stakeholders.”



4
ADVISORY
COMMITTEES

4
MEMBERS OF THE
ESG COMMITTEE

0
CASES
OF CORRUPTION

0
NON-COMPLIANCE
WITH LAWS
AND REGULATIONS

Governance Structure: Upholding Integrity

ESG GOVERNANCE

2027 GOALS:

Vendor rating: integration of the social and the environmental responsibility evaluation section.



At Nice, integrity is not a starting point, it is a constant. Our governance framework continues to rest on the same foundations: the Code of Ethics, the Organisational Model under Legislative Decree 231/2001, and a corporate culture that encourages transparency and accountability at every level.

The Board of Directors remains composed of six members: Mr. Lauro Buoro (Chairman and Founder), Mr. Juan B. Mogollon (CEO), Mr. Lorenzo Galberti, Mr. Mario Petracco, Mr. Carlo Moser, and Mr. Carlo Bozzetti. The Chairman and the CEO hold specific managing and executive powers.

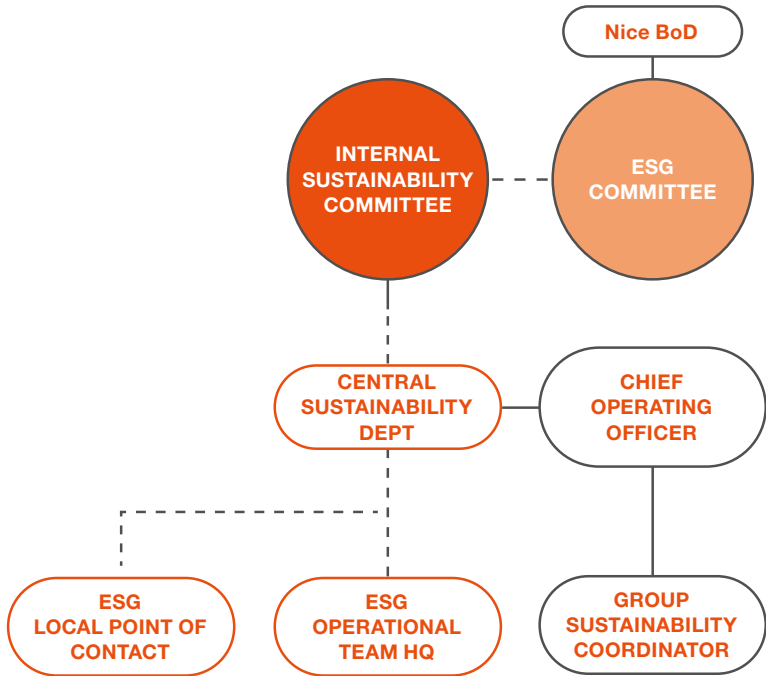
A Renewed Organizational Structure

2025 brought meaningful changes to how Nice is organized. We strengthened direct reporting flows from corporate functions to local regions, improving clarity, speed, and accountability across the Group. We also appointed Operations and Technology as Central Functions — distinct from Corporate Functions and designed to have a direct impact on execution and cost optimisation. Their goal is to support operational excellence, reduce costs, and streamline the supply chain. This repositioning reflects our commitment to returning to what Nice does best: delivering innovative, high-quality products through seamless, efficient operations.

The ESG Committee

Our ESG Committee guides sustainability governance by collaborating closely with the Board on environmental, social, and governance matters. Executive managers make up this dedicated committee, which reports to the CEO and is responsible for creating and approving long-term strategies. Daily execution of these initiatives falls to the ESG Operational Team at headquarters, drawing on expertise from HR, Operations, R&D, and Finance departments.

In 2025, the Committee played a central role in overseeing the Double Materiality Assessment, approving the new Decarbonisation Strategy, and ensuring that ESG priorities are reflected in our business decisions. Its work connects strategy to execution making sure sustainability is not a parallel track, but an integral part of how we run the company.



"In 2025 we moved from laying foundations to building on them. The Double Materiality Assessment, the new carbon baseline, the decarbonisation strategy — these are not just documents. They are the result of real conversations with our colleagues, our stakeholders, and ourselves about what kind of company we want to be."

Marta Gemin,
Group Sustainability Coordinator



"What I value most about working on sustainability at Nice is that no two days are the same. Every market, every function brings a different perspective. That complexity is what makes the work meaningful and what makes progress feel real."

Elena Tasca,
Sustainability Specialist



Ethics, Compliance and Risk — Continuing a Clean Record

Our Code of Ethics and anti-corruption framework remain in full force, communicated to all employees, consultants, and suppliers. In 2025, no incidents of corruption were recorded, and no complaints regarding data privacy or security breaches were received across our global operations — continuing the clean record we have maintained since 2020.

Risk management in 2025 was further strengthened by integrating the findings of the Double Materiality Assessment into our Risk Management framework, enabling more precise identification and monitoring of ESG-related risks across operations, financial performance, and business continuity.

Responsible Business Conduct

We select and manage suppliers based on legality, fairness, and transparency. Since 2024, suppliers are evaluated on ESG topics through a certified third-party platform, with a medium-term goal of covering 65% of global spending and a long-term goal of fully complying with CSDDD. Respect for fundamental human rights is non-negotiable: practices such as child labour, forced labour, or any form of abuse are considered absolutely unacceptable and constitute immediate grounds for terminating the relationship.

Our anti-corruption approach is structured and consistent. The Code of Ethics and Organisational Model are shared with all employees from day one, and extended to consultants, suppliers, and partners. The Supervisory Body monitors compliance through regular audits. Between 2020 and 2025, no cases of corruption were reported — a result that reflects the seriousness with which we approach this commitment. Dedicated anti-corruption training programmes are planned to further strengthen awareness in the coming year.

Anyone who witnesses or suspects a violation can report it through our whistleblowing system, in line with Legislative Decree 24/2023, via electronic platform, in writing, or in person. All reports are handled with full confidentiality under GDPR and EU Directive 2019/1937, and whistleblowers are fully protected against retaliation. In the reporting period, no reports were received.

Finally, Nice does not contribute financially or in kind to political movements or trade unions. We engage with industry associations and Chambers of Commerce solely as a transparent channel for sector dialogue.



The Nice Environment, Gentle Footprint

“Our focus on reducing our environmental footprint enables new sustainability scenarios.”



-33%
IN ABSOLUTE
SCOPE 1, 2 AND 3
CO2e EMISSIONS

99%
NON-HAZARDOUS
WASTE

90%
WASTE
RECOVERED

67%
CERTIFIED GREEN
ENERGY

Our Commitment to the Planet

ESG ENVIRONMENT

ONGOING:

Maintain the percentage of recovered waste close to 99% by reducing the overall amount of recyclable waste

2030 GOALS:

- ISO 14001 Certification in all manufacturing plants
- Gradual achievement of energy autosufficiency or 100% energy supply from certified renewable sources
- Reduction vs 2024 in absolute scope 1,2 and 3 CO2 eq. emissions
- Extensive use of recyclable plastic
- Adoption of biobased materials in selected products
- 100% low environmental impact packaging (recycled paper and cardboard, zero plastic, digital instruction)



Mitigating greenhouse gas emissions is a central priority in our pursuit of sustainable development. Since 2021, aligned with the United Nations Climate Action goals, we have been tracking our emissions in detail: a commitment that is essential for building credible reduction scenarios consistent with the Paris Agreement's target of keeping global temperature rise well below 2°C. Our GHG Inventory covers Nice S.p.A. and its 30 subsidiaries, prepared in compliance with the GHG Protocol Corporate Accounting and Reporting Standard, and spans all three scopes of emissions.

Scope 1 covers direct emissions from sources we own or control: fuel combustion in heating systems and vehicles, and refrigerant gas leaks from cooling systems.

Scope 2 covers indirect emissions from purchased electricity, reported using both location-based and market-based methods, with the market-based approach reflecting our growing use of certified renewable energy.

Scope 3 accounts for all other indirect emissions across our value chain, from supplier activities upstream to product use and end-of-life disposal downstream. Following a detailed materiality assessment, the most significant Scope 3 categories were identified as purchased goods and services, use of sold products, and transport of purchased goods, among others.

A 42% reduction in combined Scope 1 and 2 emissions by 2030, following a 1.5°C-aligned SBTi pathway, and a 25% reduction in Scope 3 emissions by 2030, in line with the Well Below 2°C pathway. Our long-term ambition is to reach net zero by 2050.



SCOPE 1 EMISSIONS

Scope 1 emissions cover all direct greenhouse gas emissions from sources owned or controlled by Nice. In 2025, total Scope 1 emissions amounted to 3,317 t CO₂ eq, a **33% reduction compared to 2024**.

Stationary installation emissions refer to fuel combustion in our heating systems and other fixed installations across our sites, primarily natural gas boilers. In 2025 these decreased by 9% compared to 2024, reflecting ongoing improvements in energy efficiency at our facilities.

Vehicle emissions derive from the company fleet used by our sales and operations teams. The significant 42% reduction recorded in 2025 reflects the progressive transition towards lower-emission vehicles across our fleet.

Refrigerant gas emissions are generated from cooling and air conditioning systems. The 62% reduction achieved in 2025 is the result of targeted maintenance programmes and the gradual replacement of systems using high-impact refrigerants.

Other emissions capture additional direct emission sources identified during the reporting period and included for the first time in 2025, reflecting our increasingly comprehensive approach to emissions accounting.

SCOPE 2 EMISSIONS

Scope 2 emissions cover indirect greenhouse gas emissions from the electricity we purchase and consume across our operations. In 2025, total Scope 2 emissions (market-based) amounted to 1,351 t CO₂ eq, a 7% reduction compared to 2024. This result reflects a substantially stable performance, and that stability is itself a success. In previous years, Nice had already made significant strides in transitioning to certified renewable energy sources, securing supply agreements with green energy providers across our key sites. The work done in that phase continues to deliver results, keeping our Scope 2 emissions at a consistently low level even as our operations have grown.

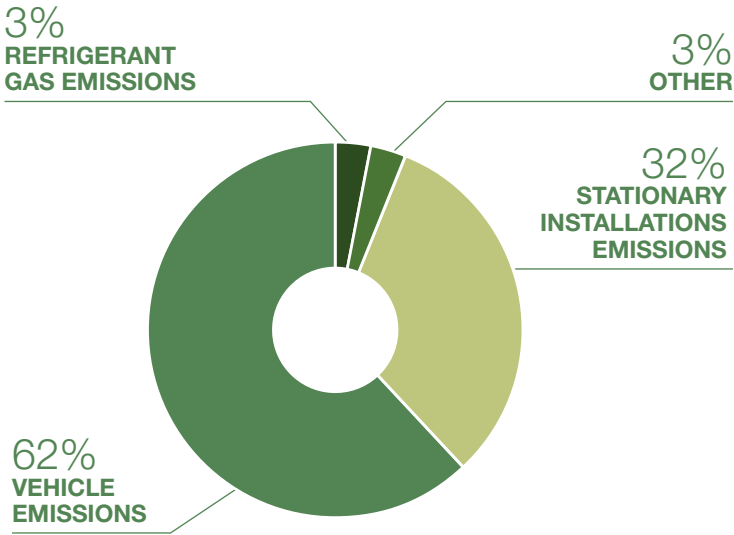
We report Scope 2 emissions using the market-based method, which captures the actual environmental value of the renewable electricity we consume, giving a more accurate picture of our real impact.

	Direct GHG Emissions (Scope 1)				
	2022	2023	2024	2025	(%) 24-25
Stationary installation emissions	1,152	943	1,171	1,060	-9%
Vehicle emissions	2,053	2,159	3,544	2,047	-42%
Refrigerant gas emissions	111	117	261	100	-62%
Other				110	
Total Scope 1 Emissions	3,316	3,220	4,976	3,317	-33%

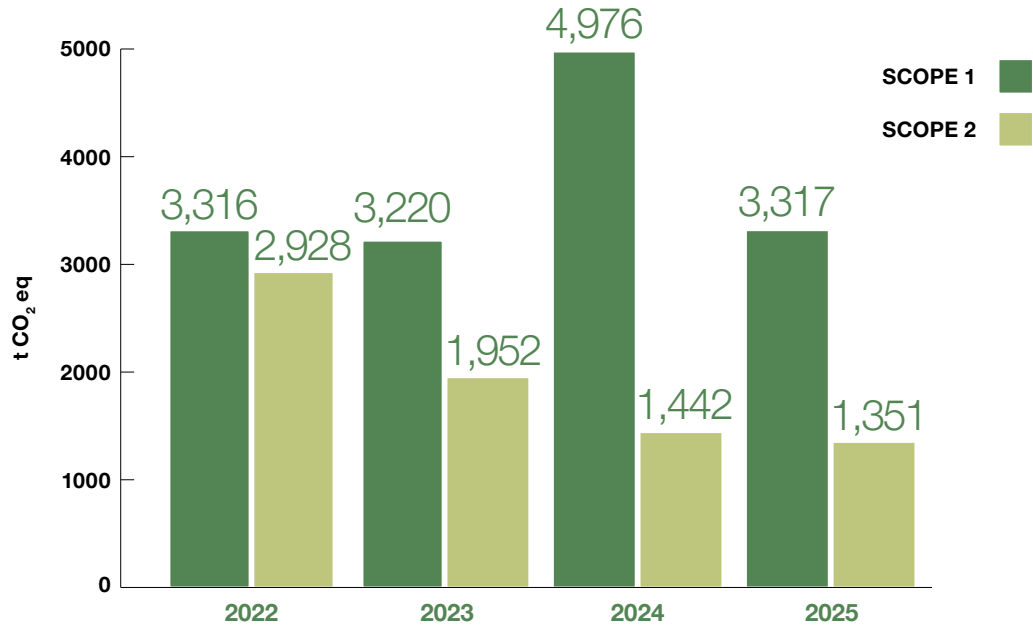
	Indirect GHG Emissions (Scope 2) Tons of CO2 (eq)				
	2022	2023	2024	2025	(%) 24-25
Total Scope 2 Emissions – Market Based	2,928	1,952	1,442	1,351	-7%

t CO₂ eq - 2022-2025

PERCENTAGE OF SCOPE 1 EMISSIONS BY SOURCE 2025



SCOPE 1 - 2 EMISSIONS, MARKET BASED - t CO₂ eq



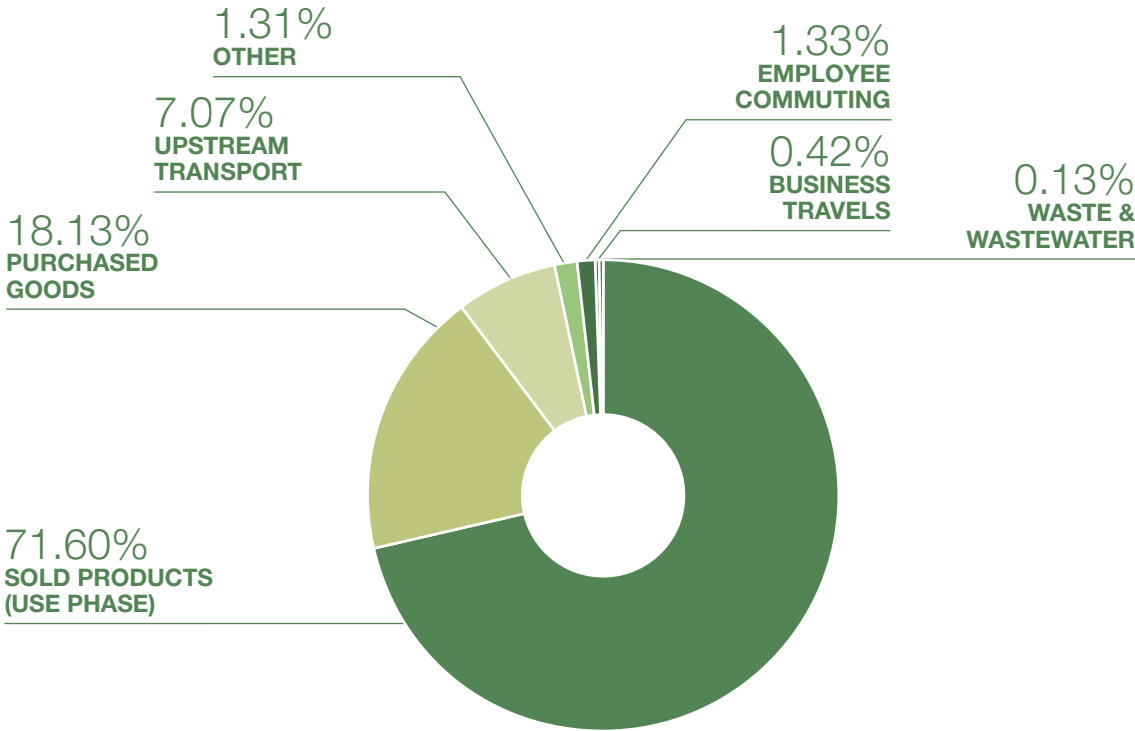
SCOPE 3 EMISSIONS

Scope 3 emissions encompass all indirect emissions generated across our value chain, from the activities of our suppliers upstream to the use and end-of-life of our products downstream. As the largest component of our overall carbon footprint, Scope 3 is where our most significant reduction opportunities lie and where our most meaningful progress has been made.

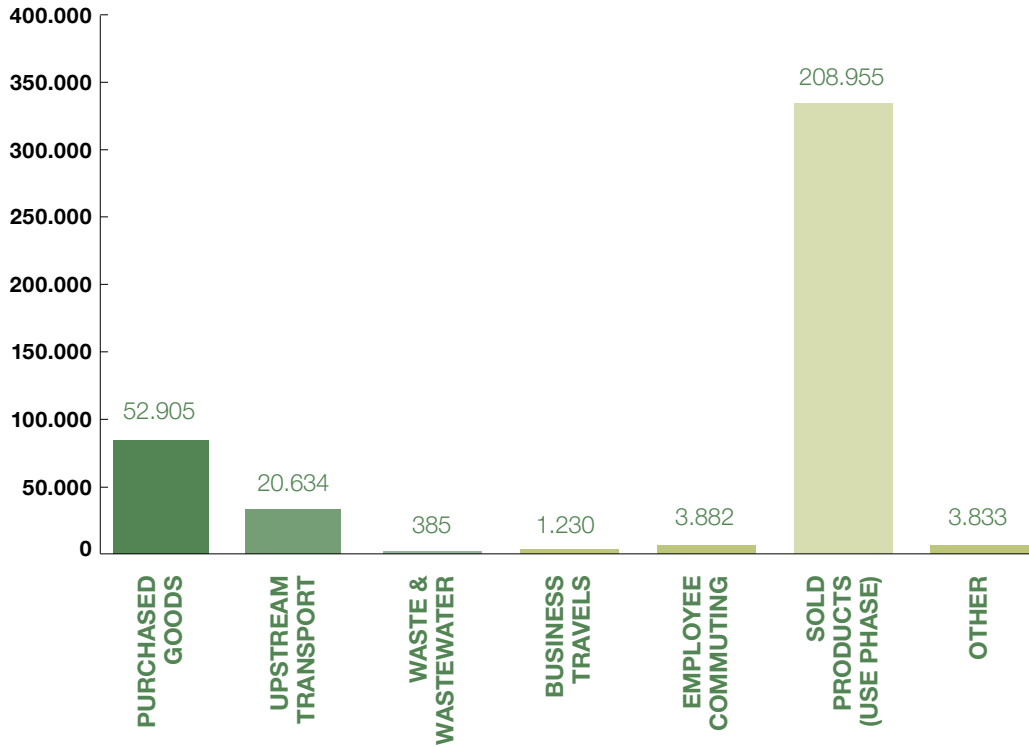
The dominant category remains **use of sold products**, which accounts for the vast majority of our Scope 3 footprint. In 2025, we achieved a remarkable result in this area: **emissions from product use were cut by half, driven by significant improvements in standby energy consumption across our product portfolio.** This was made possible by a **€24 million investment in R&D in 2025**, reflecting our conviction that sustainable product design is not a cost but a strategic priority. Designing products that consume less energy in use is one

of the most impactful actions we can take for the planet and for the people who live with our solutions every day. The other Scope 3 categories, including purchased goods and services, upstream transportation, employee commuting, and end-of-life treatment, are monitored and managed as part of our broader decarbonisation roadmap, with targeted actions progressing across the value chain.

PERCENTAGE OF SCOPE 3 EMISSIONS BY CATEGORY 2025



SCOPE 3 EMISSIONS BY CATEGORY 2025 - t CO₂ eq



Emissions Reduction Plan

Since 2021, tracking our carbon footprint has allowed us to quantify our environmental impact and build a credible decarbonisation trajectory. Our emissions reduction pathway is inspired by the Science Based Targets initiative (SBTi) and the scenarios of the Intergovernmental Panel on Climate Change (IPCC), keeping us aligned with the goal of limiting global warming to well below 2°C and, where possible, to 1.5°C.

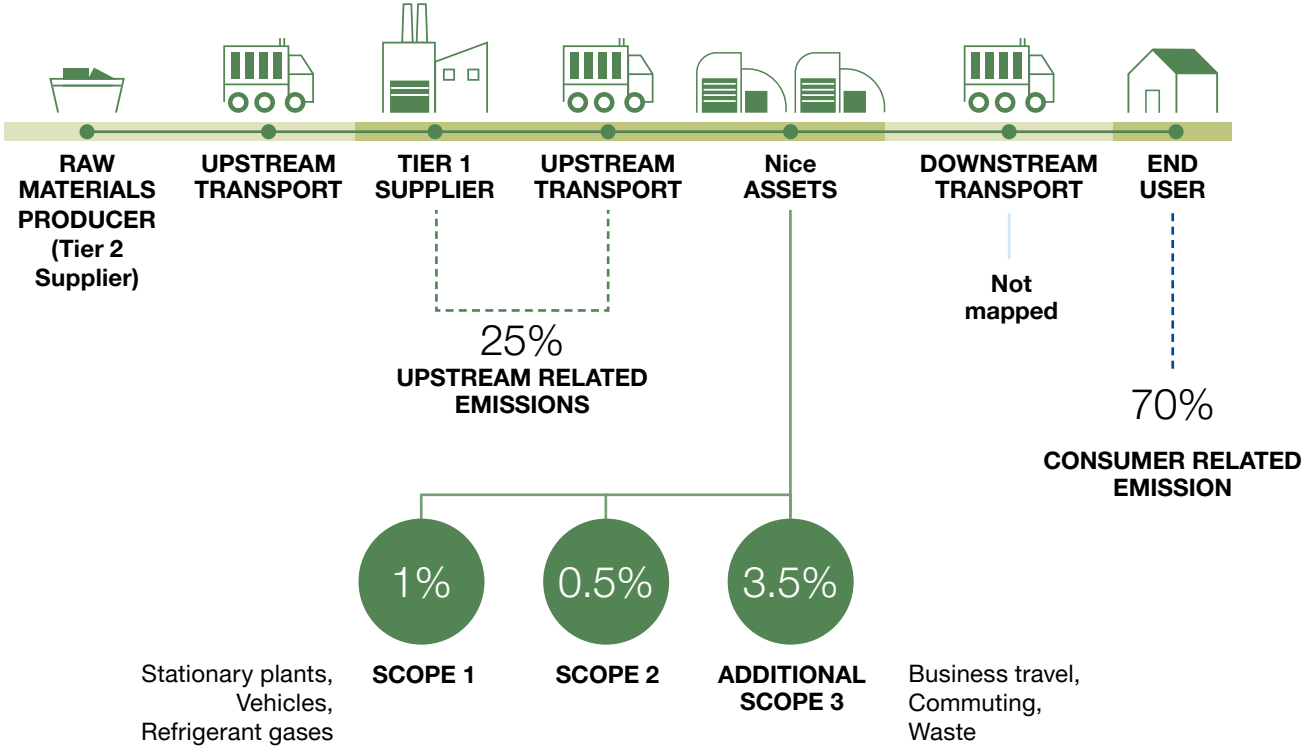
Scope 1 and 2 emissions, while representing **approximately 1.5% of our total footprint**, remain firmly within our operational control. Our target is to reduce them by 42% by 2030, moving from 6,418 t CO₂eq in 2024 to 3,722 t CO₂eq, following the 1.5°C-aligned SBTi pathway. Actions include improving energy efficiency across our sites, electrifying heating systems and fleet vehicles, and accelerating the transition to certified renewable electricity through greater energy self-sufficiency via photovoltaic installations.

Scope 3 emissions represent 98.5% of our carbon footprint and require transformation across the entire value chain. Our target is a 25% reduction by 2030 under the Well Below 2°C scenario, from 434,251 t CO₂eq in 2024 to 325,688 t CO₂eq. **In 2025, we reached this target ahead of schedule** — a result made possible by the significant reduction in emissions linked to the use of sold products, driven by our €24 million R&D investment in energy efficiency. This is a milestone we are proud of, and one that raises the bar for what we aim to achieve next.

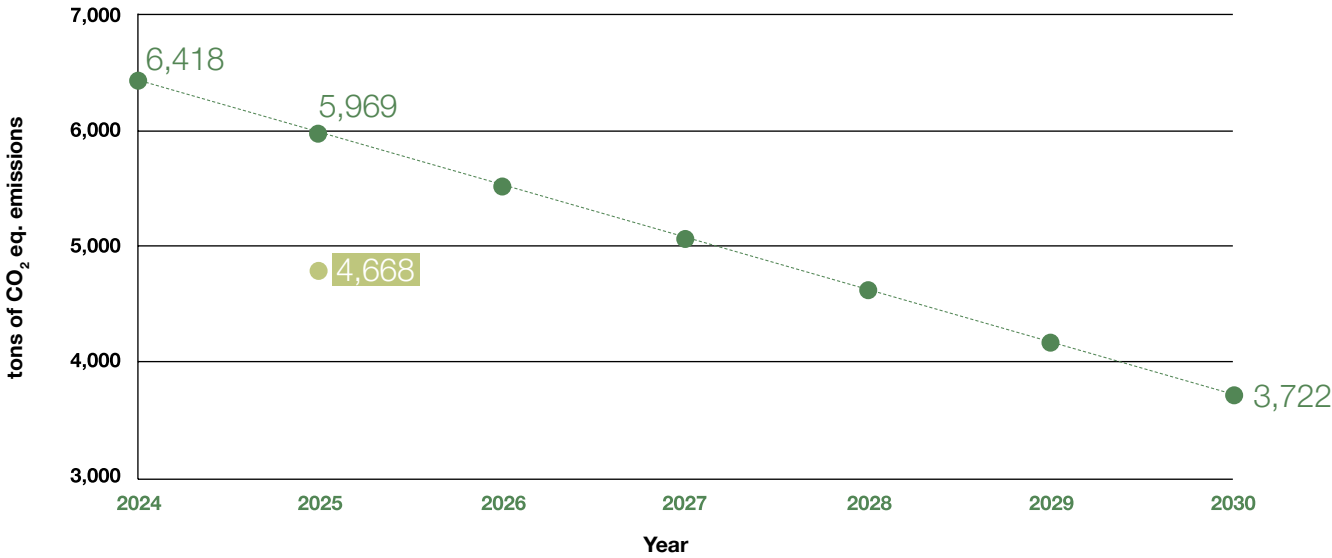
Our approach to Scope 3 reduction is built around four priorities: designing longer-lasting, more energy-efficient products; selecting low-impact and recyclable materials; partnering with suppliers that meet our sustainability criteria; and enhancing the recyclability and energy performance of our systems. These efforts directly address the two most impactful Scope 3 categories — use of sold products (84%) and purchased goods and services (13%).

Our emissions reduction plan is no longer just a compliance measure. It is a cornerstone of our Net Zero commitment, supported by cross-functional collaboration, digital tracking systems, and deep engagement with stakeholders across the value chain.

NICE GROUP GHG INVENTORY - DISTRIBUTION ALONG THE VALUE CHAIN



SCOPE 1 & 2 COMBINED EMISSION - WB2C TARGET



SCOPE 3 - WB2C TARGET



In 2025, we made significant progress on our climate journey.

33%
ABSOLUTE REDUCTION
IN SCOPE 1, 2 AND 3 CO2
EMISSIONS: REACHING
OUR 2030 GOAL FIVE
YEARS AHEAD OF
SCHEDULE





The Nice People, Perfect Balance

“Behind every product we design and every market we serve, there are Nice People who make it possible.”



95%
PERMANENT
CONTRACTS

+7%
USERS REGISTERED
ON NICE'S INTERNAL
SOCIAL PLATFORM

Our People by the Numbers

ESG SOCIAL

ONGOING:
Investment of a portion of the economic value generated in projects for the community

- 2030 GOALS:**
- Zero injuries for all manufacturing plants
 - Increase the presence of women by at least 30% in leadership positions and reduce the gender pay gap
 - Reduce the energy consumption during the product stand-by and use fase to be applied to the new and existing products

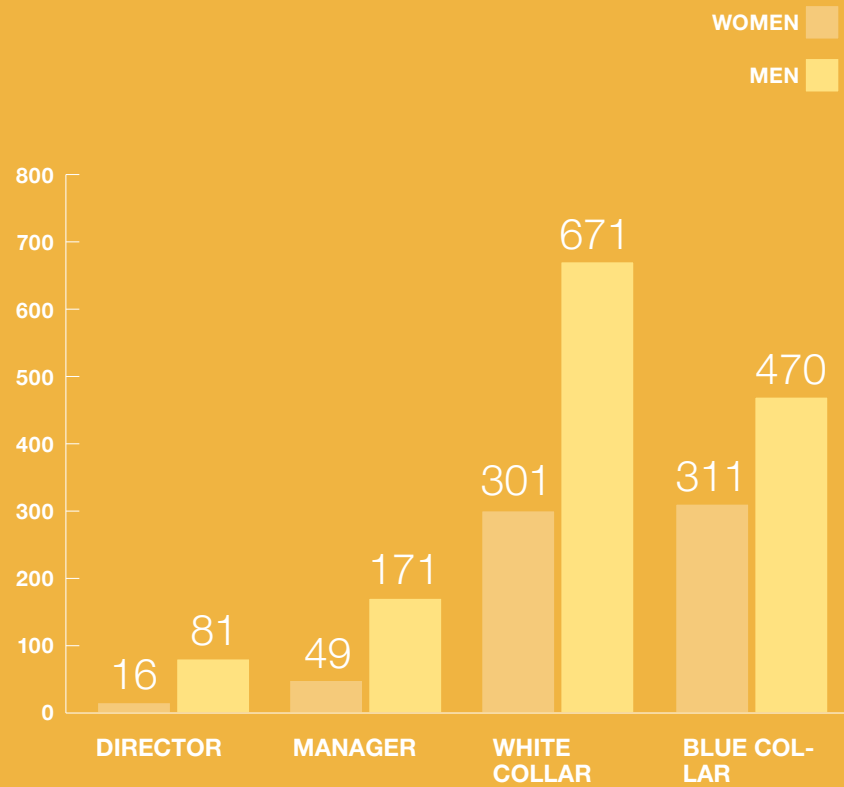


As of 2025, Nice employs 2,071 people across its global operations: a community of professionals who bring our mission to life every day.

Who we are

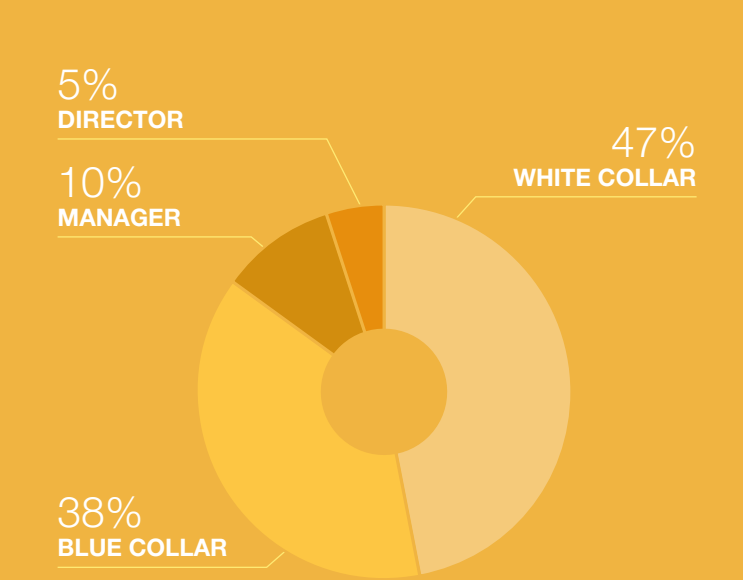
Our workforce is composed of Directors (5%), Managers (10%), White Collar (47%), and Blue Collar (38%): a balanced mix that reflects the dual nature of our business, combining strong operational and manufacturing capabilities with growing commercial and technical expertise. Women represent 677 of our employees, men 1,393, with one person identifying outside the binary classification.

BREAKDOWN OF PERSONNEL BY CATEGORY AND GENDER



The Operations' department accounts for **48%** of the headcount, with the remaining **52%** in Customer service, Staff & Management, R&D, Sales & Marketing.

EMPLOYEES BY CATEGORY

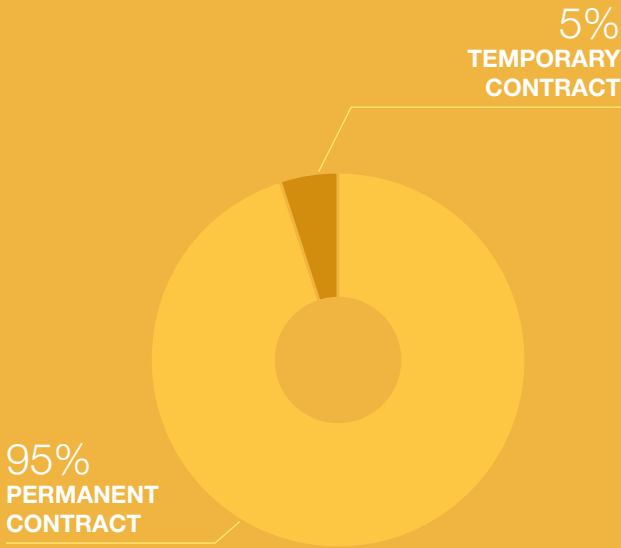


	FEMALE	MALE
Director	16	81
Manager	49	171
White Collar	301	671
Blue Collar	311	470
Total	677	1,393

How we work

The vast majority of our people — 95% — holds a permanent contract, a figure that reflects our commitment to stability and long-term relationships with our employees. Full-time employment accounts for 97% of our workforce, with 64 people working part-time.

CONTRACT TYPE



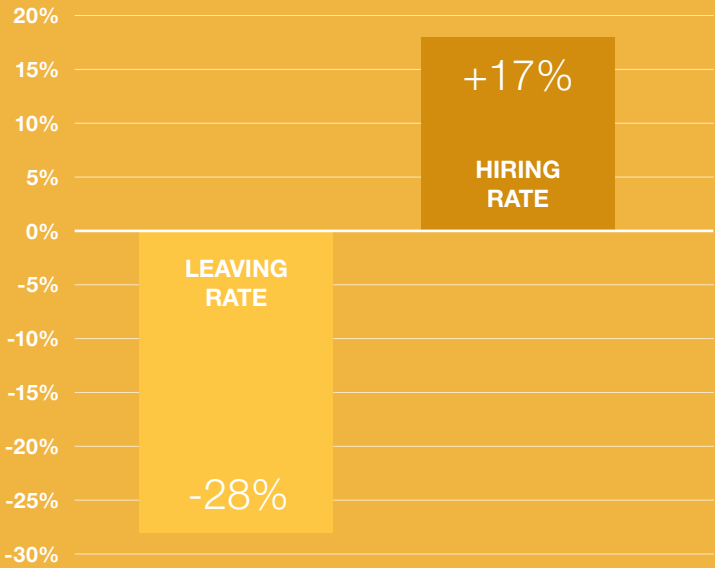
CONTRACTUAL CLASSIFICATION	MEN	WOMEN	OTHER	TOTAL
Permanent	1,346	620	1	1,967
Temporary Contract	45	59	0	104
Total	1,391	679	1	2,071

TYPE OF EMPLOYMENT	MEN	WOMEN	OTHER	TOTAL
Permanent	1,371	635	1	2,007
Temporary Contract	20	44	0	64
Total	1,391	679	1	2,071

People joining and leaving

2025 was a year of organizational transformation aimed at improving efficiency, streamlining operations, and building a stronger, more cohesive organization for the future. This process naturally had an impact on our workforce composition. We are committed to managing these transitions with care and respect for all the people involved, and to ensuring that the organization that emerges is one where everyone can contribute meaningfully to our shared goals.

PERSONNEL TURNOVER



Our Spaces

Our Spaces: Designed for People

We believe that the places where we work shape the way we work. At Nice, our spaces are designed to inspire, connect, and take care of the people who bring our company to life every day.

Our Headquarters

The Nice Headquarters in Oderzo (TV), Italy, designed by architect Carlo Dal Bo and inaugurated in 2007, is much more than an office. It is a living space — open, welcoming, and designed for people. Our colleagues can enjoy a convivial lunch, take a coffee break in shared spaces, and look after their wellbeing in our fully equipped gym, where dedicated classes including Pilates, functional training, and yoga are available throughout the week. The building is surrounded by carefully maintained green areas, with trees and natural landscaping that reflect our respect for the environment and our commitment to creating a workplace that feels good to be in.



Our Production Sites

Across our 14 focused factories, we consolidate production excellence in specific business units dedicated to automation systems. Our manufacturing sites are not just places of production; they are environments we care for. Green areas, tree planting initiatives, and attention to the quality of outdoor and indoor spaces are part of how we manage our facilities, in line with our broader environmental commitments.

TheNiceLabs

Through our advanced laboratories, located across the USA, Canada, Brazil, Italy, Poland, Germany, China, South Africa, and Australia, we test and carefully check our products every day to ensure security, quality, reliability, and durability over time. These spaces are where our commitment to innovation becomes tangible.

TheNicePlace

TheNicePlace is the social and cultural heart of our headquarters, extending over more than 3,000 square metres. It is a space dedicated to meetings, exchanges, events, and knowledge-building — open not only to our people but to the wider community. In 2025, TheNicePlace hosted a number of internal and external events, from entrepreneurship gatherings to internal campaigns and awareness initiatives, confirming its role as a place where ideas meet and culture is built.

Our International Offices

Our commitment to sustainable spaces extends beyond our Headquarters. Our Brazil headquarters holds LEED certification, an internationally recognised standard for sustainable building design and construction, reflecting our belief that responsible operations begin with the environments we create. As we continue to grow globally, sustainability in our built environment remains a clear priority.



The Daily Wonder

Staying connected across more than 100 countries, 14 manufacturing plants, and thousands of colleagues is no small feat. The Daily Wonder is how we make it possible.

Launched in 2019 as Nice's internal digital platform, The Daily Wonder has grown into the heartbeat of our organisational culture: a space where information flows, voices are heard, and the Nice community comes together regardless of location, role, or language.

Information that reaches everyone

From corporate announcements to product news, the platform keeps all Nice people informed with quick, bite-sized updates designed to respect everyone's time. Every employee, whether blue collar or white collar, has equal access to the information they need to do their job and feel part of the company.

A truly global platform

With an integrated automatic translation tool, The Daily Wonder bridges language barriers across our international community, enabling colleagues from different countries and backgrounds to connect and collaborate without boundaries. Our branches around the world can share local news and insights, while staying connected to the broader group through a shared corporate space: a daily reminder that we are both proudly local and genuinely global.

Two-way communication

The Daily Wonder is not a broadcast channel. It is a conversation. Through the Social Wall, dedicated Communities, and the "Your Voice" feedback page, every Nice person can comment, like, share, and contribute. Insights, ideas, and stories from our people shape our collective journey as much as any top-down communication.

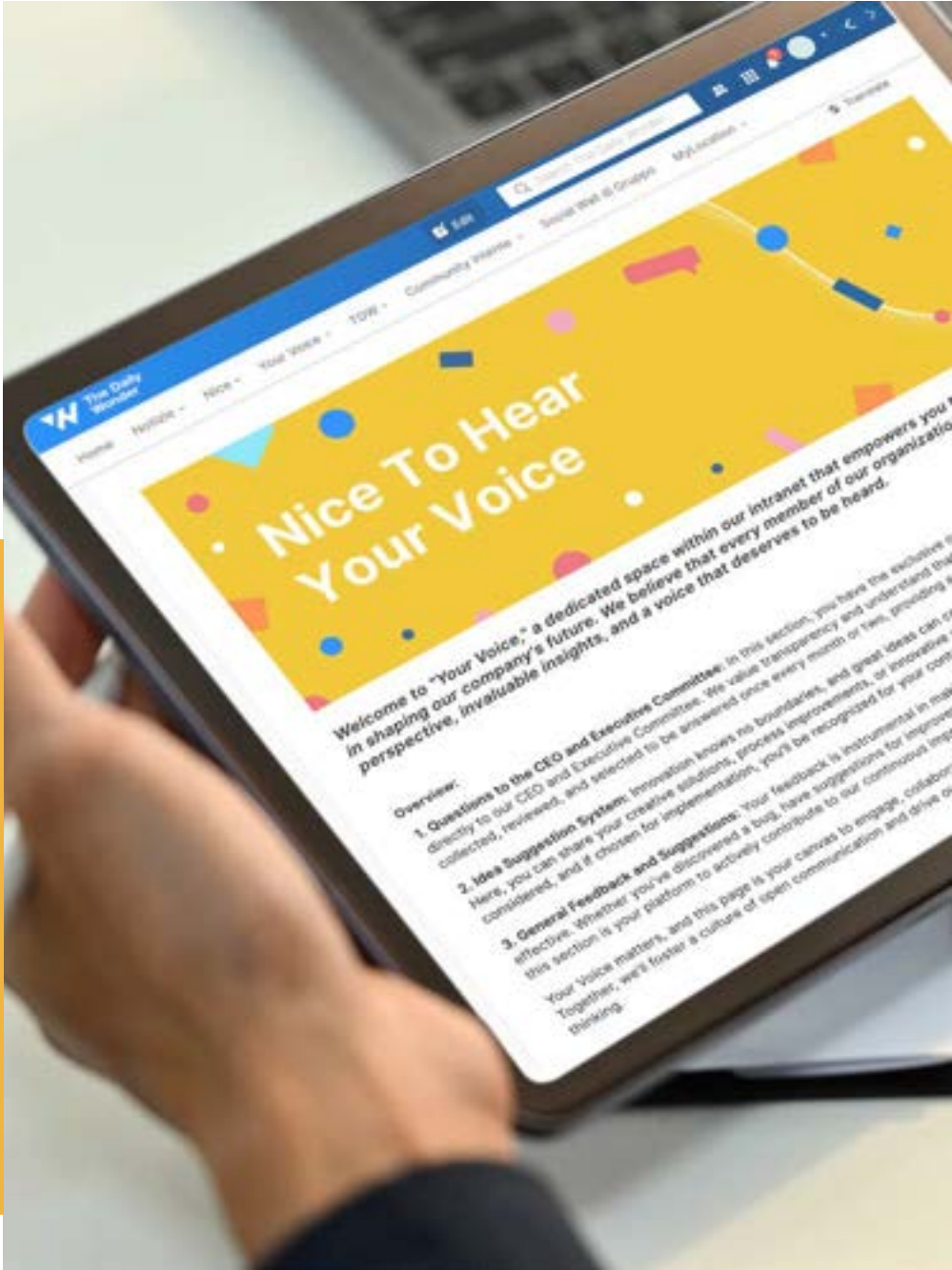
A safe space for our community

Content shared on the platform remains internal and protected, ensuring that our conversations stay focused on collective growth and that every contribution is made within a trusted, professional environment.

67 %
REGISTRATION RATE

OVER 55 %
ACTIVITY RATE

OVER 230
NEWS POSTED



Building Culture, Together: 2025 Initiatives and Campaigns

A strong organizational culture is not built through policies alone; it grows through shared experiences, moments of connection, and the courage to stand for something. In 2025, Nice People around the world came together around causes and ideas that matter.

Our Commitment to Communities

For Nice, responsible governance extends beyond the company's walls. In 2025, we continued to support **UNICEF**, contributing to programmes that protect children's rights worldwide. We partnered with the **Gary Sinise Foundation**, which serves people with disabilities and their families. We continued our relationship with **I Bambini delle Fate**, an organisation dedicated to supporting children and families living with autism. And we welcomed **Bioforest** — a voluntary non-profit association focused on biodiversity and reforestation — into the Nice holding, deepening our commitment to the natural world.

These are not isolated gestures. They reflect a conviction that has guided Nice since the beginning: a company that truly cares for people must care for all people.



Bioforest Awareness Event

We brought our people together to learn about the work of Bioforest, the voluntary non-profit association now part of the Nice holding, dedicated to biodiversity and reforestation. More than an event, it was an opportunity to feel personally connected to one of our most meaningful environmental commitments.



Wear Blue and Pink Day

Across the group, Nice People wore blue and pink ribbons in solidarity with awareness campaigns for health prevention. The day was accompanied by dedicated training sessions, turning a simple gesture into a moment of collective learning and care.



TEDx Brazil

Nice Brazil hosted a TEDx event, bringing our people into contact with inspiring ideas and voices from the wider community. A reminder that curiosity and openness are part of who we are.



Entrepreneurship and School Events

Nice hosted and participated in many events with entrepreneurs and schools, reinforcing our role as an active and engaged part of the business community.



Pride Month

In June, Nice celebrated Pride Month with a dedicated campaign. We believe that being different is not just something to accept, it is something to celebrate. Our identity as a company is richer because of the different perspectives, backgrounds, and experiences our people bring every day.



Earth Hour

Nice joined millions of people around the world in switching off lights for Earth Hour: a small but symbolic act that connects our global community around a shared commitment to the planet.



Wellness at Nice

We continued to invest in the physical wellbeing of our people through dedicated gym classes, including Pilates, functional training, and yoga, available during the working day. Because taking care of ourselves is part of taking care of each other.



Women's History Month

We dedicated March to celebrating the achievements of women throughout history and within our own organisation, fostering conversations about equity, representation, and the progress still ahead of us.



The Nice Products, Green Design

“Nice Green Innovation represents our approach to eco-design, defining guidelines to ensure the development of an environmentally friendly product.”



17
EPD-CERTIFIED
PRODUCT FAMILIES
IN 2025

EUR 24
MLN
INVESTMENTS
IN R&D

+23
GRANTED
INTELLECTUAL
PROPERTY RIGHTS
COMPARED TO 2024

+20
THIRD PARTY AUDITS
CONDUCTED TO
MAINTAIN PRODUCT
CERTIFICATIONS

The Nice Products: Green by Design

At Nice, every product we develop carries a responsibility towards the people who use it and towards the planet we all share. Innovation and sustainability are not separate tracks: they are the same journey, pursued from the earliest stages of design through to the end of a product's life.

Our Approach: Eco-Design at the Core

In 2025, we consolidated our eco-design approach across the entire company, embedding environmental criteria into every stage of development and industrialisation. This means making choices about materials, energy performance, durability, and recyclability, that are guided by sustainability from day one, not added on at the end. Our seven-stage Waterfall development model ensures that R&D, Quality, Purchasing, Operations, Marketing, Supply Chain, and Sustainability all work in alignment throughout the product lifecycle.

We continued to pursue the use of recycled plastics, low-impact packaging based on recycled paper and cardboard, the elimination of single-use plastic, and the exploration of biodegradable plastics in selected projects. Partnerships with universities and research organisations support the development of materials and technologies with a lower environmental footprint.

Responding to Regulation with Innovation

In response to EU Regulation 2023/826, applicable from May 2025, we launched a cross-functional initiative to redesign more than 300 SKUs. Five R&D centres in Italy, Germany, Poland, and China worked under headquarters coordination, turning a regulatory requirement into a company-wide innovation programme — a concrete example of how we approach compliance: not as a constraint, but as an opportunity to do better.

Intellectual Property and Innovation

By 2025, Nice had filed 1,118 intellectual property rights, reflecting the depth and breadth of our R&D investment. Our Nice Innovation Centre in Shenzhen evaluates materials, recyclability, and product durability from the early stages of design, ensuring that sustainability considerations are built into our innovation pipeline from the start.

EPD: Making Environmental Performance Measurable

Environmental Product Declarations (EPDs) are central to our commitment to transparency. They allow us to measure, verify, and communicate the environmental impact of our products in a structured and comparable way. In 2025, the share of revenues covered by EPD-certified products reached 6% — a significant leap from 0.50% in 2024 — reflecting the progress of our certification programme and our growing internal Life Cycle Assessment capabilities.



2025 Product Launches with EPD Certification

Quality You Can Trust

Our products are developed and delivered in accordance with ISO 9001 and ISO 14001 certified management systems. In 2025, 21 third-party audits were conducted with no critical issues identified, confirming the robustness of our quality and environmental management processes. Our internal laboratories manage CE marking and Declarations of Conformity, and our certifications cover a wide range of international standards including RED, UL, NF, CCC, VDE, ETL, LCIE, FCC, and CTC advanced laboratory approvals.

Contributing to the SDGs

Through our products, we contribute directly to three UN Sustainable Development Goals: SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action) through energy-efficient design, solar-powered solutions, EPD certification, and the use of sustainable materials across our portfolio.



EPD-IES-0009409
NEXT SOLAR



EPD-IES-0009404
NEXT FIT



EPD-IES-0009713
M5BAR



EPD-IES-0009905
RUN 2500



EPD-IES-0011928
SPIDER



EPD-IES-0011924
ROBUS



EPD-IES-0016531
SL SERIES 24V



EPD-IES-0005318
NEXT AUTOTORQUE
AND SUN MOTION



EPD-IES-0016743
ROLL-CONTROL2 AND
ON/OFF-CONTROL2



EPD-IES-0018174
YUBII



EPD-IES-0017883
ERA S



EPD-IES-0006222
MY GO



EPD-IES-0018650
ERA INN LION



EPD-IES-0025213
NICE HOME GATE -
DRITTO 400



EPD-IES-0025214
NICE HOME GATE -
LEGGIO 300



EPD-IES-0025198
NICE HOME DOOR -
VOLTO



EPD-IES-0025600
ROL TOP, ROL
MOTION, SUN TOP

Type of Certificate	CERTIFICATE	DESCRIPTION
System Certification	ISO 9001	Quality Management System
System Certification	ISO 14001	Environmental Management System
System Certification	EPD Process	Environmental Product Declarations (Product LCA Studies)
System and Product Certification (Radio)	RED	European directive establishing manufacturing standards for radio products concerning their health and safety, electromagnetic compatibility (EMC), and efficient use of the radio spectrum
Product Certification (Sun Shading Solutions)	UL	American market certification attesting to the product's compliance, evaluating it for fire risk, electrical shock, or mechanical hazards
Product Certification (Sun Shading solutions)	NF	French market certification attesting to product compliance with national, European, and international regulatory documents
Product Certification (Sun Shading solutions)	CCC	Chinese market safety mark
Product Certification (Sun Shading solutions)	CQC	Chinese market quality certification
Product Certification (Sun Shading solutions)	VDE	European market certification for electrical and medical products
Product Certification (Gate and Door)	ETL	American market certification attesting to product compliance
Product Certification (Alarm)	IMQ	European market certification related to product safety and quality
Laboratory Recognition	UL	Laboratory system certification (certified levels CTDp and CTF3)
Laboratory Recognition	Intertek	Laboratory system certification (certified level)
Laboratory Recognition	CTC Advanced	Laboratory recognition certification (for RED)
Product Certification (Various)	FCC	US market certification that sets manufacturing standards for radio products with regards to health and safety, electromagnetic compatibility (EMC) and efficient use of the radio spectrum approved by the Federal Communications Commission.

Closing Remarks by the CEO

“This report represents a significant collective effort and provides a clear reflection of what we have achieved over the past year, as well as where we must continue to improve moving forward.

I believe that sustainable growth, strong relationships, and a commitment to quality are how we will continue to build a Nice future. And for us, quality goes beyond product performance. It means delivering reliable, efficient, and well-designed solutions. It means building strong, transparent relationships with our suppliers, customers, and partners. It means enhancing the quality of life of the people who use our solutions every day. It also means creating a workplace where our Nice People feel engaged, valued, and proud to contribute. And it means taking

responsibility for the quality of our future, by reducing our environmental impact and contributing to a more sustainable world.

This approach is fully embedded in our ESG path and has been translated into concrete actions across the business. Just to name a few, we have continued to invest in our products, improving performance, reliability, and energy efficiency across our portfolio. At the same time, we have strengthened our governance model by simplifying and streamlining decision-making processes, enabling faster and more effective execution.

All of this has been possible thanks to the contribution of our Nice People. Their commitment and teamwork drive our progress every day. For this reason, I am

personally committed to fostering an organization that develops talent, champions performance, strengthens collaboration, and nurtures a shared sense of purpose where everyone feels proud to be part of Nice.

Looking ahead, our priorities remain clear: execution, quality, and proximity to all our stakeholders. By staying disciplined and aligned with our values, Nice will continue to deliver consistent results and long-term value, while contributing to a more sustainable future”.

Juan B. Mogollon
Chief Executive Officer
Nice S.p.A.



Nice S.p.A.

Via Callalta, 1
31046 Oderzo (TV) Italy
www.niceforyou.com

Queries and feedback

sustainability@niceforyou.com

Publication:

May 2026

Thanks to all the Nice People that contributed to the creation of the Sustainability Report.



www.niceforyou.com